

Benefit Level: 30-40 hours per week

- **Medical & Prescription Drug Benefits; Dental Benefit; Long Term Disability Insurance; Basic Life Insurance; Voluntary Life Insurance ***
- **Vision Hardware Benefit** – available after one year of service and every 24 months thereafter
- **401(k) Retirement Plan** – new employee may join immediately; Hopelink will match employee's contributions up to 5% after one year of service if employee meets the Hours of Service requirements.
- **ORCA (Bus Pass)** – available immediately upon hire
- **Vacation Leave** – can use after six months
- **Sick Leave** – can use immediately, accrued each pay period
- **Holidays:** Hopelink observes 9 regular holidays
- **Two (2) personal holidays;** can use when available, depending on hire date
- **Tax Free Reimbursement Accounts** (also known as Flexible Spending Account)

*(available first day of month after 60 day waiting period)

Benefit Level: 20-29 hours per week

- **401(k) Retirement Plan**
- **Sick, Vacation, Holiday Leave,** (pro-rated accruals only)
- **ORCA Pass**

Benefit Level: 1-19 hours per week

- **401(k) Retirement Plan**
- **Sick and Vacation Leave** (pro-rated accrual only)
- **ORCA Pass**

Additional Benefits:

- **Discounted movie passes**
- **Wellness programs and incentives**
- **Committee Membership** (i.e. Wellness/Safety, Inclusion, Staff Connections)
- **Commute Trip Reduction incentives**

This summary is meant only as a brief overview. Specific eligibility requirements and information concerning these benefit programs are explained upon hire. Benefits are subject to change.